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ADVANCEMENT OPPORTUNITIES FOR SPECIALISTS

DCI ACTION ITEM:

The Director expressed his concern about the opportunities for advancement that are available to individuals who have no supervisory/management responsibilities. He is seeking assurance that attention is being given to these individuals.

DISCUSSION:

1. General

An essential element of management's personnel and position management responsibilities, is the requirement to recognize the professional "specialist" and his/her substantive expertise and the need to provide reasonable opportunities for advancement to higher grade levels (GS-14 and above) within their fields of specialization as apart from advancement to these levels only through progression to supervisory assignments.

The principles and processes of the Agency's Position Classification system consciously include provisions for grade determination of positions at higher grade levels on the basis of the substantive content of jobs where supervisory functions are not included or are minimal.

2. Perceptions Vis a Vis Actual Situation

While perceptions are frequently expressed by some supervisors and employees that advancement to senior grade levels is available only through the supervisory/managerial "track", a substantial number of the Agency's GS-14 through Supergrade level positions are in fact established on the basis of non-supervisory functions.

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positions are found in the S&T Directorate. The current distribution of these non-supervisory positions within the Agency is presented in the attached chart.

3. Supervisory Position Requirements



A high proportion of these supervisory positions required--in addition to supervisory/managerial skills--extensive experience in the so-called "specialist" fields and as such afford additional opportunities for specialists over and above that provided within their substantive fields.

RECOMMENDATION:

No further action is indicated. The number of non-supervisory positions at senior grade levels is quite substantial and affords reasonable opportunities for advancement of non-supervisory employees within their substantive fields.

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